Method Trial 2

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For my second methods trial I used Peer Coaching (or Peer to Peer Instruction). I had a new project in which I was to create a tracking system for HR complaints. I collaborated with my two peers, the other HR Advisors. Our objective was to determine which items we wanted to keep track of, how we would maintain the data, and the format we would use to ensure consistency.

We scheduled a meeting and brought examples of what we were currently doing on our own to track issues that our employees brought to us. We found we needed to further clarify the tracking for electronic vs paper records.

Each of us had a different background to add:

Jacci – Corporate Experience with heavy use of forms

Peer 1 – Legal background and understanding of what should/shouldn’t be retained about employee relations

Peer 2 – Field experience and knowledge of the kind of information we would likely receive from complainant

Positive training results

* Opportunity to work as a team is limited, and this provided it
* Buy in for the final process
* Good idea generation

Negative training results

* Some felt uncomfortable thinking they did not have anything to add. The others assured them their opinion was valuable and very much needed.
* You need a ‘tie breaker’.